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IDENTIFIERS Parables; Reflection Process

ABSTRACT

This book explains the TrainSmart approach to training, which is based on how the authors believe the brain naturally learns best. Part 1 introduces the five pillars of the TrainSmart Model, which are as follows: (1) engage (engage participants' attention); (2) frame (establish a frame of reference); (3) explore (introduce a conceptual activity); (4) debrief (reinforce learning); and (5) reflect (reflect broader relationships through stories or parables). Part 2 outlines the following 25 key concepts, which transform the model into practical applications for immediate implementation: acknowledgment; bridges and zones; comfort levels; task completion; contrast; precise directions; resource distribution; teach it standing; participatory inquiry; adequate response time; specify response mode; patterning interactions; managing distributions; creating note taking; target language; involve, don't tell; ownership; pause for visuals; press and release; purposeful body language; visual field variations; vocal italics; music matters; guiding attention; and verbal specificity. The following information is provided for each of these key concepts: a definition; an explanation of why it is important; strategies for incorporating it into training; when to use the concept; when not to use the concept; and a real-life training example illustrating its use. Part 3 presents six parables to motivate trainees and a checklist to ensure that training plans incorporate the TrainSmart model's key concepts. The bibliography lists 63 references. (MN)

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